

CABINET AFFAIRS STAFFING MEMORANDUM

Executive Registry

82-5386

CLOSE OF BUSINESS

DUE BY: MONDAY, June 28

DATE: June 25, 1982

NUMBER: 072780CA

SUBJECT: Fact Sheet on "Women: The Reagan Administration Record"

	ACTION	FYI		ACTION	FYI
ALL CABINET MEMBERS	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Baker	<input type="checkbox"/>	<input type="checkbox"/>
Vice President	<input type="checkbox"/>	<input type="checkbox"/>	Deaver	<input type="checkbox"/>	<input type="checkbox"/>
State	<input type="checkbox"/>	<input type="checkbox"/>	Clark	<input type="checkbox"/>	<input type="checkbox"/>
Treasury	<input type="checkbox"/>	<input type="checkbox"/>	Darman (For WH Staffing)	<input type="checkbox"/>	<input type="checkbox"/>
Defense	<input type="checkbox"/>	<input type="checkbox"/>	Harper	<input type="checkbox"/>	<input type="checkbox"/>
Attorney General	<input type="checkbox"/>	<input type="checkbox"/>	Jenkins	<input type="checkbox"/>	<input type="checkbox"/>
Interior	<input type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>
Agriculture	<input type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>
Commerce	<input type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>
Labor	<input type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>
HHS	<input type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>
HUD	<input type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>
Transportation	<input type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>
Energy	<input type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>
Education	<input type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>
Counsellor	<input type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>
OMB	<input type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>
CIA	<input type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>
UN	<input type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>
USTR	<input type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>
CEA	<input type="checkbox"/>	<input type="checkbox"/>	CCCT/Gunn	<input type="checkbox"/>	<input type="checkbox"/>
CEQ	<input type="checkbox"/>	<input type="checkbox"/>	CCEA/Porter	<input type="checkbox"/>	<input type="checkbox"/>
OSTP	<input type="checkbox"/>	<input type="checkbox"/>	CCFA/Boggs	<input type="checkbox"/>	<input type="checkbox"/>
SBA	<input type="checkbox"/>	<input type="checkbox"/>	CCHR/Carleson	<input type="checkbox"/>	<input type="checkbox"/>
EPA	<input type="checkbox"/>	<input type="checkbox"/>	CCLP/Uhlmann	<input type="checkbox"/>	<input type="checkbox"/>
PEACE CORPS	<input type="checkbox"/>	<input type="checkbox"/>	CCNRE/Boggs	<input type="checkbox"/>	<input type="checkbox"/>

REMARKS: Please provide any edits/comments by CLOSE OF BUSINESS, MONDAY, June 28.

6/28/82 Phoned to Karen Hart, AA to Craig Fuller that we have no comments on the attached -

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RETURN TO:

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2300

WOMEN: THE REAGAN ADMINISTRATION RECORD

Overview

"As President, I would...advance, guarantee and promote equal rights for women....I consider the women of this nation a great source of strength, creativity and stability. As President, I plan to recognize and utilize that source to the fullest."

Ronald Reagan
July 15, 1988

President Ronald Reagan has taken a four-fold approach to assure equal rights and opportunities for women:

- o The President's Task Force on Legal Equity for Women is working to correct discriminatory regulations at the federal level and his 50 States Project is working with the governors to correct similar regulations at the state level.
- o In his first 17 months in office, President Reagan has selected more women to serve in top policy positions than did the previous Administration during a comparable time period. In addition, he has taken action to assure that women are well-represented at all levels in his Administration.
- o Recognizing that past economic policies have discriminated against women, the President has instituted tax policies which correct three major inequities: the marriage penalty, IRA limitations and inheritance taxes. In addition, he has instituted other major tax and economic reforms which promote opportunities for women.
- o Under President Reagan, the federal government continues its commitment to many departmental programs which protect the rights of women, encourage economic betterment, and promote job opportunities.

WOMEN: THE REAGAN ADMINISTRATION RECORD

The President supports equal rights for women.

- o Equal rights can be assured under existing Constitutional guarantees.
- o The Task Force on Legal Equity for Women, created on December 21, 1981, works to fulfill the President's commitment to correct federal laws and regulations which unfairly discriminate against women.
- o Through the 50 States Project, the President communicates directly with the governors to encourage states to correct laws which discriminate against women.

President Reagan is committed to ensuring that women are well-represented at all levels in his Administration

- o President Reagan has selected women to serve in a total of 314 full-time and part-time PA and PAS positions--about nine percent more than the previous Administration's 289 appointments during the same period.
 - The above total includes 124 part-time Carter appointments to boards and commissions which no longer exist. Most served on panels involved with specific women's events such as the 1977 National Women's Conference (the National Commission on Observance of International Women's Year and the National Advisory Committee for Women).
 - Excluding these appointments, President Reagan has selected women to serve in nearly twice the number of full-time and part-time PA and PAS positions as did the previous Administration (314 to 165).
- o While the Reagan Administration has outpaced the previous Administration in total full-time PA and PAS women appointments (71 to 65), it has also drawn heavily on the talents of women who wish to contribute their expertise to government but who have family or career commitments. As a result, President Reagan has appointed women to 243 part-time PA or PAS positions compared to the previous Administration's 224 appointments during a comparable time period--more than an eight percent increase.
- o In addition, a majority (55%) of all Schedule C positions have been filled by women (797 out of a total 1462).
 - Of those, 37 percent (293) serve in managerial or

supervisory positions at the level of GS-13 through GS-15. (Note: Women also serve in professional positions at lower GS-levels--i.e., entry-level management, writing and research slots).

- 69 percent of all women Schedule C's in the Reagan Administration make above \$23,000 (GS-11 through GS-15).
- The median salary level for women Schedule C's is a GS-12 (\$28,245 level).

o Sandra Day O'Connor serves as the first woman Supreme Court Justice and Jeane Kirkpatrick as the first woman to represent the U.S. in a Cabinet-level position at the U.N.

- Other women in this first-to-serve-in-their-position category include: Anne Gorsuch, Director of the Environmental Protection Agency, and Helene von Damm, Director of Presidential Personnel.

- Women also head the Peace Corps, the Consumer Product Safety Commission, and the U.S. Postal Rate Commission.

o In total, more than 1200 women have been selected for political positions in the Reagan Administration as of mid-June: 114 PAS, 200 PA, 114 SES and 797 in Schedule C positions. Examples:

- Within the Department of Health and Human Services, the largest federal agency, 52 percent of all non-career appointments are women. This figure includes women in 38 percent of all non-career SES positions (19 of 50), and 41 percent of Schedule C, GS 13-15 positions. (44 of 160).
- Eight women serve as agency administrators and in senior policy level positions within the Department of Agriculture--compared to only four women during the comparable time period in the previous Administration.
- Within HUD, 40 percent of the Schedule C positions are filled by women.
- Under the Reagan Administration, there are three women Assistant Administrators of AID--more than any past Administration. In addition, four women serve as senior level directors at the GS 15 level and above.

President Reagan's economic program corrects three past inequities which have directly affected many women: the marriage penalty, IRA limitations and inheritance taxes.

o A reduced marriage penalty means that a couple earning \$30,000 (\$15,000 each) will save more than \$300 annually when the plan is fully in effect in 1984.

- o Removing the 15 percent income limitation on Individual Retirement Accounts means that women who work to supplement their family's income can contribute as much as everyone else to a retirement fund. For example, a woman earning \$5,000 annually can now contribute as much as \$1,250 more to her IRA.
- o Even for a women who does not work, her husband can contribute \$500 more to her IRA account each year than in the past.
- o Reduced estate taxes help women in particular, since their life expectancy is nearly 8 years more than men, yet many women are dependent on their husbands' income or business. Under past policies, many widows have had to sell the family business or give up savings to pay estate taxes. The new estate tax changes exempt 99.7 percent of all inheritances.

The President's economic program contains other elements which also impact favorably on women.

- o To aid the working mother, the tax credit for child-care expenses has been raised from \$400 for one child to \$720, effective next year. In addition, the 1981 Tax Act provides incentives for employers to include prepaid day care in their employee benefit packages.
- o In addition to aiding women who support themselves or their families, the individual tax rate cuts benefit wives who--with higher marginal rates of the past--had been discouraged from working since their additional income only pushed their family into higher tax brackets.
- o The inflation rate has been cut about in half--from about 12.4 percent in 1980 to 6.7 percent in the 12 months from May '81 to May '82. While lower inflation benefits all, it particularly helps those women whose earnings fall below \$11,000--the median earnings figure for women.
 - For example, a woman earning the median income for women (\$11,000) is \$627 better off annually than if 1980 inflation rates had continued.

Under President Reagan, the federal government remains committed to programs which protect the rights of women, assure equal opportunity, and promote job opportunities.

- o Within the Labor Department Women's Bureau alone, the Reagan Administration has instituted at least nine new initiatives as well as continuing at least 20 ongoing projects at the national and regional level to provide job training, employment opportunities, and management skills.
 - Several work directly with or share funding with private

industry—all are designed to promote job opportunities for women within the private sector.

o Increased federal procurement from and a larger proportion of federal loans to women-owned firms are serious goals of the Reagan Administration.

-- HHS, for example, has significantly increased its contracting activity with women-owned businesses. During fiscal 1981 alone, such contracts accounted for \$5.1 million—\$1.5 million more than in the last year of the previous Administration.

-- HHS's Health Care Financing Administration has been especially active in promoting agreements with women. It has awarded more than \$2 million to women-owned firms since the Reagan Administration took office—a three-fold increase over the previous Administration during the previous 15 month period.

-- In fiscal 1981 alone, the Department of Transportation's Women's Business Enterprise Program awarded \$9 million in contracts to women-owned businesses—almost three times more money than the previous Administration during its last year in office.

-- The latest available Census figures show that women own 7.1 percent of all U.S. small businesses. During fiscal '81, 27 percent of the Small Business Administration's direct lending went to women and five percent of its guaranteed loans.